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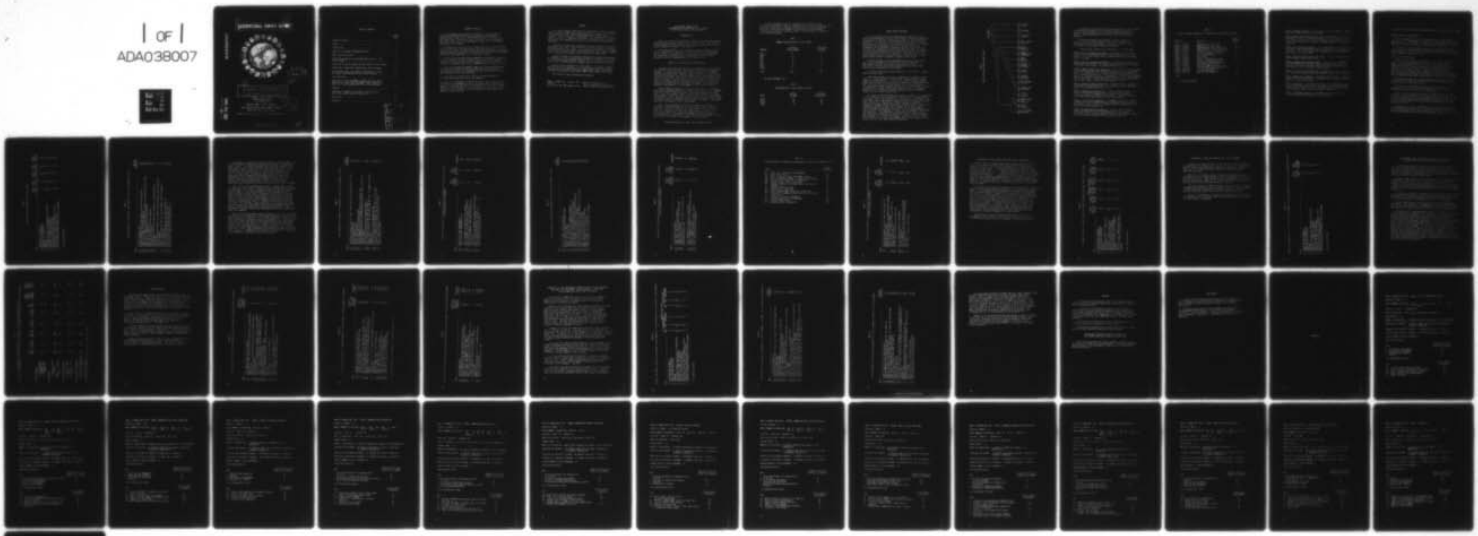

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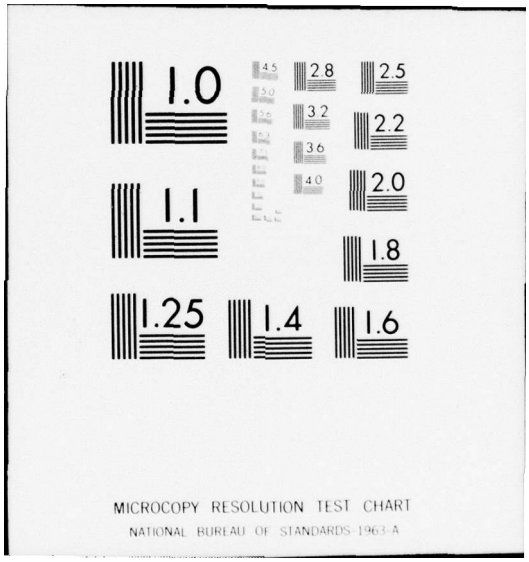
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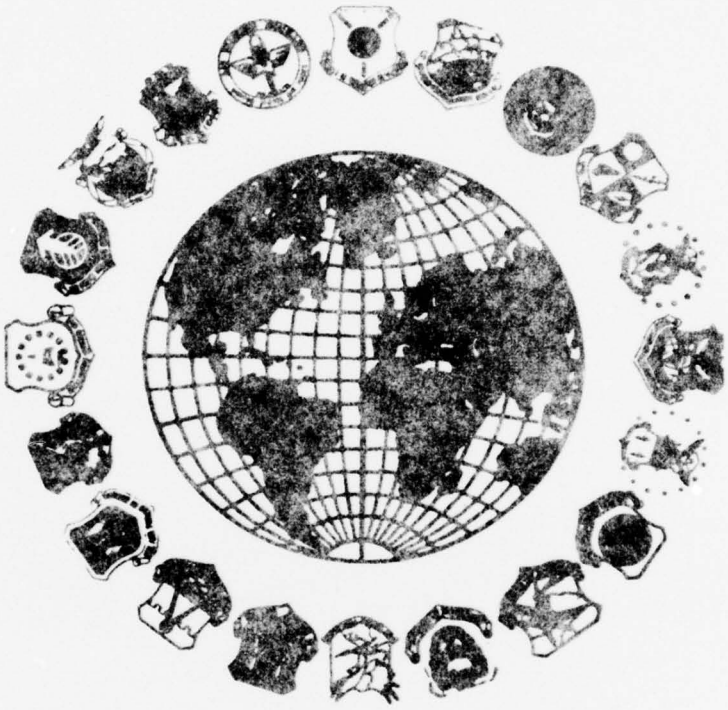

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TELECOMMUNICATIONS OPERATIONS CAREER LADDER

AFSC'S 29130, 29150, 29170 AND 29190

AFPT-90-291-239

28 FEBRUARY 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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TABLE OF CONTENTS

	PAGE NUMBER
SUMMARY OF RESULTS	2
PREFACE	3
INTRODUCTION	4
INVENTORY DEVELOPMENT AND ADMINISTRATION	4
CAREER LADDER STRUCTURE	6
DISCUSSION OF AFM 39-1 JOB DESCRIPTIONS AND SKILL LEVEL (DAFSC) GROUPS	11
DISCUSSION OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS	21
COMPARISON OF CONUS AND OVERSEAS DAFSC 29150 PERSONNEL	23
REENLISTMENT PLANS, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING	25
TASK DIFFICULTY	27
COMPARISON OF TASK PERFORMANCE BETWEEN TECHNICAL SCHOOL GRADUATES AND DIRECT DUTY ASSIGNMENT (DDA) PERSONNEL IN THEIR FIRST JOB ASSIGNMENT AND THEIR FIRST ENLISTMENT	31
TRAINING	37
COMPARISON OF CURRENT OCCUPATIONAL SURVEY DATA WITH OCCUPATIONAL SURVEY DATED 29 OCTOBER 1970	37
CONCLUSIONS	38
APPENDIX A	39

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SUMMARY OF RESULTS

The following are among the study results:

1. The Telecommunications Operations (AFS 291X0) career ladder is functionally arranged around tasks performed by job incumbents at different skill levels (i.e., Apprentices, Specialists, Technicians, and Supervisors). Although 16 major job cluster and job type groups were identified there is a large number of common tasks performed by the members of all groups.

2. Job progression relative to skill level and time in service reflects a shift from technical to supervisory tasks with increasing skill level and time in service. The most obvious shift from technical to supervisory tasks performed by respondents occurred between the fourth and the fifth enlistments and between the 5-skill and 7-skill levels.

3. AFM 39-1 Specialty Descriptions appeared to appropriately portray the tasks performed by job incumbents at each skill level. However, the specialty description for AFS 29130 and 29150 personnel makes no reference to Communications Security (COMSEC) duties or responsibilities.

4. The task performance differences among technical school graduates and Direct Duty Assignment (DDA) personnel during their first job assignment are minimal. An examination of the necessity for a 3-skill level resident course seems warranted.

5. The program of instruction for the basic 3ABR29130 course is currently being rewritten and was not reviewed.

6. Plans for reenlistment increase with time in service to a high of 95 percent for respondent with 145 to 192 months AFMS. Responses to questions concerning job interest and perceived utilization of talents portray a similar positive trend with increasing time on active duty. Perceptions of utilization of training vary across AFMS groups, but overall are very positive.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Telecommunications Operations Career Ladder, AFSC's 29130, 29150, 29170 and 29190. The project was directed by USAF Program Technical Training, Volume 2, dated October 1976. Authority for conducting specialty surveys is contained in AFM 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Loretta Lee, Inventory Development Specialist. Major William A. Tamashunas analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

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OCCUPATIONAL SURVEY REPORT
TELECOMMUNICATIONS OPERATIONS CAREER LADDER
AFSC'S 29130, 29150, 29170 AND 29190

INTRODUCTION

This is a report of an occupational survey of the Telecommunications Operations Career Ladder, AFSCs 29130, 29150, 29170 and 29190 conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from 6 October 1975 through 28 February 1977.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-291-239. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 232 tasks grouped under 11 headings. Thorough research of publications and directives, personal interviews with six subject-matter specialists at three bases, and written reviews from 47 experienced Telecommunications Operations personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 2,500 job incumbents holding the DAFSCs identified above. Survey administration occurred from 21 June 1976 through 1 August 1976 based upon the May 1976 Uniform Airman Record. Table 1 and 2 give the distribution of assigned personnel in the career ladder as of November 1976 and the percentage by major command of inventory booklets returned from the field. The sample of incumbents represents 22 percent of career ladder members.

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

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In the development of the job inventory, every effort was made to include all duties and tasks of importance to insure the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, no significant write-ins were received.

TABLE 1

COMMAND REPRESENTATION IN SURVEY SAMPLE

COMMAND	PERCENT OF SURVEY SAMPLE	PERCENT OF ASSIGNED*
AFCS	65	74
USAFSS	7	7
AFSC	6	1
ADC	6	6
TAC	5	3
SAC	3	2
USAFE	2	3
ATC	1	1
OTHER	5	3
TOTAL	100	100

* UAR DATED NOVEMBER 1976

TABLE 2

REPRESENTATION OF SURVEY SAMPLE BY DAFSC

DAFSC	PERCENT ASSIGNED	PERCENT OF SURVEY SAMPLE
29130	12	8
29150	66	66
29170	19	23
29190	3	3

CAREER LADDER STRUCTURE

The job structure of the Telecommunications Operations Career Ladder was determine on the basis of similarity in the tasks performed by incumbents in the field, independent of DAFSC or other background similarity. The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tended to be performed together in the field by the same incumbents, (2) the breadth or narrowness of jobs in the field, and (3) tasks and incumbents background characteristics which may be used for distinguishing between the functional requirements in the field as they existed at the time of the survey. Structure analysis therefore provides an objective indication of the amount of task overlap among various groups of incumbents included in the survey.

Based on overlaps in tasks performed, the best divisions among jobs in the Telecommunications Operations Career Ladder were determined to be that illustrated by the diagram, Figure 1. The GPO numbers following each group are computer printed identifiers used to define aggregations of personnel.

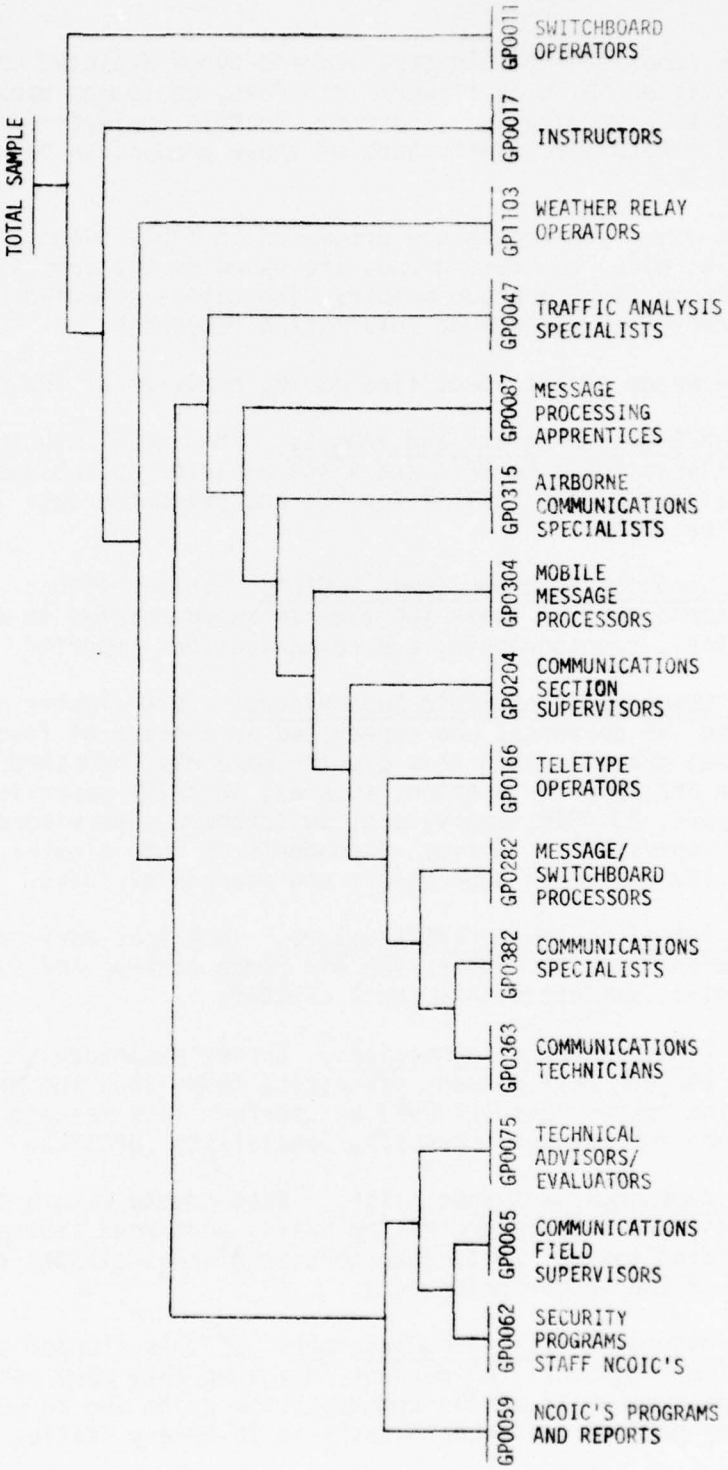
The groups identified represent more than 85 percent of the total sample for the survey.

There are two types of job groups identified: clusters and job types. A cluster describes a range of jobs performed which have some commonality betwen the jobs. A job type is a more narrowly defined group in which there is a high degree of commonality of tasks performed and of time spent on tasks by the members of the job type groups. The relationship between clusters and job types can be further illustrated by noting that clusters contain two or more job types. Differences between clusters are more pronounced and clear cut than differences between job types within each cluster.

Job groups in the AFS 291X0 career ladder, in addition to similarities in tasks performed, also have similarities relative to job progression, proficiency levels, work locations, and common pieces of equipment. The groups which were formed based on tasks related to job progression/proficiency levels [(i.e. Apprentices (GP0087), Technicians (GP0363), Specialists (GP0382), Section Supervisors (GP0204), and Field Supervisors (GP0065)] accounted for more than 65 percent of the survey sample. Differences among these groups resulted from job breadth (number and types of tasks) and background variables, such as, paygrade, months AFMS, and supervision. Task performance differences within these clusters were frequently accompanied by differences in work locations and equipment operated by the survey respondents. Incumbents in each of these groups (except Field Supervisors, GP0065) spend varying amounts of time processing, receiving, and transmitting messages.

FIGURE 1

SIMPLIFIED FUNCTIONAL CAREER LADDER STRUCTURE



The remaining job clusters and job types depicted in Figure 1 were differentiated in terms of work locations, equipment operated or distinct task combinations, such as, Traffic Analysis Specialists (GP0047). Detailed descriptions of these groups can be found in Appendix A.

The major job groups are presented in Table 3 and Figure 1. The titles given to these groups are based on the composite job descriptions for the group members, job titles selected by survey respondents, and background information responses.

The major groups identified during analyses of the data were:

GP0059, NCOIC's; Programs and Reports. This small cluster of NCOIC's (primarily assigned to AFCS and AFSC) analyzed operational data and reports, such as the FORSTAT report, and presented data in briefings, charts, or graphs.

GP0062, Security Programs Staff NCOIC's. This distinct cluster of 107 airmen spend most of their job time on tasks related to the maintenance of physical, cryptographic, and communications security.

GP0065, Communications Field Supervisors. This cluster of 176 respondents contained 155 personnel who supervised an average of five subordinates each. Job groups within this cluster were distinguished primarily by function and by work location, such as, security supervisors, cryptographic supervisors, AUTODIN supervisors, switchboard supervisors, and tributary station supervisors. Survey respondents in this cluster spent 79 percent of their time on supervisory and managerial tasks.

GP0075, Technical Advisors/Evaluators. Technical Advisors, performing informational liaison duties for Air Force Reserve and Air National Guard Units, dominated this small cluster.

GP0363, Communications Technicians. Survey respondents within this cluster perform more message processing tasks than the Message Processing Apprentices (GP0097) but perform less message processing tasks than the Message Processing Specialists (GP0382).

GP0382, Communications Specialists. Respondents within this cluster, in addition to message processing tasks, performed limited supervisory and training tasks. Forty-four percent of this cluster supervise an average of two subordinates each.

GP0282, Message/Switchboard Operators. Of this cluster's message processing incumbents, 52 percent indicated that they perform switchboard tasks in mobile communication units and 26 percent indicated that they perform switchboard tasks in tributary stations.

TABLE 3

MAJOR JOB GROUPS IDENTIFIED IN FUNCTIONAL CAREER LADDER STRUCTURE

GROUP ID		JOB TITLE	PERCENT OF SAMPLE
GP0363	CLUSTER	COMMUNICATIONS TECHNICIANS	21
GP0382	CLUSTER	COMMUNICATIONS SPECIALISTS	18
GP0065	CLUSTER	COMMUNICATIONS FIELD SUPERVISORS	10
GP0204	CLUSTER	COMMUNICATIONS SECTION SUPERVISORS	9
GP0087	CLUSTER	MESSAGE PROCESSING APPRENTICES	8
GP0062	CLUSTER	SECURITY PROGRAMS STAFF NCOIC'S	6
GP0011	CLUSTER	SWITCHBOARD OPERATORS	5
GP0017	CLUSTER	INSTRUCTORS	2
GP0059	CLUSTER	NCOIC'S, PROGRAMS AND REPORTS	1
GP0075	CLUSTER	TECHNICAL ADVISORS/EVALUATORS	1
GP0282	CLUSTER	MESSAGE/SWITCHBOARD PROCESSORS	1
GP0304	CLUSTER	MOBILE MESSAGE PROCESSORS	1
GP0315	JOB TYPE	AIRBORNE COMMUNICATIONS SPECIALISTS	1
GP0047	CLUSTER	TRAFFIC ANALYST SPECIALISTS	1
GP0166	JOB TYPE	TELETYPE OPERATORS	*
GP1103	JOB TYPE	WEATHER RELAY OPERATORS	*
OTHER			15

* LESS THAN ONE PERCENT

GP0166, Teletype Operators. This job type of seven respondents indicated that they operated only teletype equipment.

GP0204, Communications Section Supervisors. Within this cluster of 157 respondents, 70 percent supervise an average of four subordinates each. Duty titles throughout this cluster included training supervisor, traffic analysis supervisor, shift supervisor, element supervisor, or flight supervisor.

GP0304, Mobile Message Processors. This cluster consisted of two smaller job groups: Mobile switchboard specialists and encryption/decryption specialists. This small cluster shared common message processing tasks and expressed low job interest.

GP0315, Airborne Communications Specialists. This job type group performed airborne communications tasks.

GP0087, Message Processing Apprentices. This cluster of respondents performed relatively few tasks. Job groups within this cluster separated out around high speed AUTODIN, low speed AUTODIN, message distribution clerks, and booster flight personnel.

GP0047, Traffic Analysis Specialists. Personnel within this cluster were technicians and supervisors who performed quality control functions.

GP1103, Weather Relay Operators. Responses characterized by Facsimile Systems operations isolated this job type of five respondents from other personnel in the survey sample.

GP0017, Instructors. Job groups within this cluster included instructors located at the technical training school, instructors performing formal training tasks in the field, and instructors performing formal (classroom) and "hands on" training tasks in the field.

GP0011, Switchboard Operators. Respondents in this cluster spent 73 percent of their job time operating switchboards.

DISCUSSION OF AFM 39-1 SPECIALTY DESCRIPTIONS AND SKILL LEVEL (DAFSC) GROUPS

AFM 39-1 Specialty Descriptions

AFM 39-1 Specialty Descriptions and occupational survey data for personnel in the Telecommunications Operations Career Ladder (AFS 291X0) were compared for this section. Changes in task performance by AFS 291X0 incumbents coincide with career progression patterns described in AFM 39-1.

The AFM 39-1 Specialty Description for AFSC 29130 and AFSC 29150 personnel does not reference Communications Security (COMSEC) duties and responsibilities. Survey responses indicate that DAFSC 29150 incumbents do perform COMSEC related security tasks.

Skill Level (DAFSC) Groups

Table 4 portrays the relative amount of time spent on tasks within duties for survey respondents at each skill level. Among the total sample only two percent of job time is spent on Operating Mobile Communications Units (Duty J) tasks and less than one percent of their job time is expended on Operating Airborne Cryptographic Teletype Equipment (Duty K) tasks. Percent members performing tasks from these duties were 12 percent and two percent, respectively. Because of the low performance figures, tasks from these duties are not included in the discriminating task tables for personnel at the various skill levels.

Representative tasks for survey respondents at each skill level include tasks which have the greatest percent members performing as well as being the more time consuming tasks.

Tasks which differentiate between skill levels (Tables 7, 9, and 11) include only tasks with the greatest difference in percent members performing for each of the two groups being compared.

Three skill level respondents spend 45 percent of their job time performing Processing Messages for Delivery or Transmission (Duty E) tasks, 12 percent on Receiving or Transmitting Messages (Duty F) tasks, and 17 percent performing Operating Telephone Switchboards (Duty G) tasks. The remaining 26 percent of their job time is distributed across other duties (See Table 5).

Similarly, 5-skill level incumbents spend 39 percent of their time Processing Messages for Delivery or Transmission (Duty E) tasks, 12 percent performing Receiving or Transmitting Messages (Duty F) tasks, 13 percent on Maintaining Physical and Cryptographic Security (Duty I) tasks.

TABLE 4

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTY	DAFSC 29130 (N=1275)	DAFSC 29150 (N=1133)	DAFSC 29170 (N=394)	DAFSC 29190 (N=594)	TOTAL SAMPLE (N=1715)
A ORGANIZING AND PLANNING	2	5	13	22	7
B DIRECTING AND IMPLEMENTING	3	8	20	33	12
C INSPECTING AND EVALUATING	2	5	14	20	7
D TRAINING	2	5	11	10	6
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	45	39	16	1	33
F RECEIVING OR TRANSMITTING MESSAGES	12	12	6	1	10
G OPERATING TELEPHONE SWITCHBOARDS	17	6	2	*	6
H ENCRYPTING AND DECRYPTING MESSAGES	5	5	3	*	4
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	8	13	13	11	12
J OPERATING MOBILE COMMUNICATIONS UNITS	4	1	1	1	2
K OPERATING AIRBORNE CRYPTOGRAPHIC TELETYPE EQUIPMENT	0	*	*	*	*

* LESS THAN ONE PERCENT

TABLE 5

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 29130 PERSONNEL (N=127)

TASK		PERCENT PERFORMING
E20	PERFORATE MESSAGE TAPES	67
E8	MAINTAIN COMMUNICATIONS CENTER MESSAGE REGISTERS (AF FORM 1022)	67
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	65
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	65
E35	STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	64
E1	ASSIGN ROUTING INDICATORS	63
E34	STAMP TIME OF RECEIPT ON INCOMING MESSAGES	62
E23	PREPARE SERVICE MESSAGES	60
E33	STAMP MESSAGES WITH SPECIAL HANDLING, PRECEDENCE, OR CLASSIFICATION INSTRUCTIONS	57
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	56
E24	PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR NARRATIVE MESSAGE TRANSMISSION	55
E30	SEPARATE INCOMING MESSAGES FOR DISTRIBUTION OR REFILE	54
E29	REVIEW ORIGINAL JOINT MESSAGE FORMS (DD FORM 173)	52
E37	VERIFY CARD COUNT ON CARD COUNTING MACHINES	50
F8	PERFORM QUALITY CONTROL TESTS ON LOCAL POSITIONS	50

Coincidently, 3- and 5-skill level respondents perform a common core of tasks dealing with Processing Messages for Delivery or Transmission (Duty E) tasks. In contrast, personnel with these skill levels differ most often in terms of task performance within Maintaining Physical and Crytographic Security (Duty I) tasks. Progressing from the 3- to the 5-skill level, the average number of tasks performed increases from 32 to 51, respectively. The percent time spent on tasks from the supervisory duties (Organizing and Planning, Duty A; Directing and Implementing, Duty B; Inspecting and Evaluating, Duty C; Training, Duty D; increases from nine percent for DAFSC 29130 personnel to 23 percent for DAFSC 29150 personnel. Tables 5, 6, and 7 depict predominant and differentiating tasks for 3- and 5-skill level respondents.

The 7-skill level respondents share only a limited number of tasks in common with 5-skill level incumbents in Processing Messages for Delivery or Transmission (Duty E) and in Maintaining Physical and Cryptographic Security (Duty I). The average number of tasks performed by 7-skill level personnel increases to 61. Contrasting 3- and 5-skill level personnel, 7-skill level job incumbents spend 59 percent of their time on supervisory tasks, from the following duties: Organizing and Planning (Duty A), 13 percent; Directing and Implementing (Duty B), 20 percent; Inspecting and Evaluating (Duty C), 14 percent; and Training (Duty D), 12 percent. The increases in both the percent time spent on tasks from the supervisory duties (See Table 4) and the percent members performing tasks in these duties (See Table 8) help discriminate 7-skill level respondents from both 5-skill level (See Table 9) and 9-skill level (See Table 11) incumbents.

Nine skill level personnel perform an average of 51 tasks. They spend 85 percent of their time on tasks from supervisory duties: Organizing and Planning (Duty A), 22 percent; Directing and Implementing (Duty B), 33 percent; Inspecting and Evaluating (Duty C), 20 percent; and Training (Duty D), 10 percent. Adding time spent on Maintaining Physical and Cryptographic Security (Duty I) tasks, which is 11 percent, supervisory and security related tasks constitute 96 percent of their total job time. The high percentages of both members performing and time spent on supervisory tasks characterize 9-skill level respondents and differentiate them from 7-skill level incumbents. Predominant and differentiating tasks for 7- and 9-skill level personnel are depicted in Tables 8, 10, and 11.

TABLE 6

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 29150 PERSONNEL (N=1133)

TASK		PERCENT PERFORMING
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	77
E1	ASSIGN ROUTING INDICATORS	74
E20	PERFORATE MESSAGE TAPES	73
E23	PREPARE SERVICE MESSAGES	73
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	72
E8	MAINTAIN COMMUNICATION CENTER MESSAGE REGISTERS (AF FORM 1022)	71
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	71
E35	STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	70
E29	REVIEW ORIGINAL JOINT MESSAGE FORMS (DD FORM 173)	68
E24	PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR NARRATIVE MESSAGE TRANSMISSION	67
E34	STAMP TIME OF RECEIPT ON INCOMING MESSAGES	66
E17	MAINTAIN OUTGOING SERVICE MESSAGE LOGS (DD FORM 1766) OR FILES	66
F13	MAINTAIN INCOMING SERVICE MESSAGE LOGS (DD FORM 1765) OR FILES	65
F10	REPORT CIRCUIT DIFFICULTIES OR EQUIPMENT MALFUNCTIONS	65
I1	DESTROY CLASSIFIED WASTE	64

TABLE 7

TASKS WHICH DIFFERENTIATE BETWEEN DAFSC 29130 PERSONNEL AND DAFSC 29150 PERSONNEL
IN PERCENT MEMBERS PERFORMING

TASK		DAFSC 29130 PERSONNEL (N=127)	DAFSC 29150 PERSONNEL (N=1133)	DIFFERENCE
G19	PLACE CALLS USING SWITCHBOARDS	35	17	18
G20	PROCESS TELEPHONE CONFERENCE CALLS	31	15	16
B12	DIRECT PERSONNEL IN OBSERVING SAFETY STANDARDS	0	21	-21
B11	DIRECT PERSONNEL IN MAINTAINING SECURITY STANDARDS	0	23	-23
I8	MONITOR DESTRUCTION OF CLASSIFIED MATERIALS	10	36	-26
B30	SUPERVISE TELECOMMUNICATIONS OPERATIONS SPECIALISTS (AFSC 29150)	2	31	-29
D6	CONDUCT ON-THE-JOB TRAINING FOR COMMUNICATIONS PERSONNEL	2	33	-31
I18	VERIFY ENTRY AUTHORIZATION OF VISITORS	21	53	-32
E14	MAINTAIN MASTER STATION LOGS (DD FORM 1753)	30	62	-32
I2	ESCORT VISITORS THROUGH FACILITIES	19	59	-40

TABLE 8

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 29170 PERSONNEL (N=394)

TASK		PERCENT PERFORMING
I2	ESCORT VISITORS THROUGH FACILITIES	71
C22	WRITE OR INDORSE AIRMAN PERFORMANCE REPORTS	67
I1	DESTROY CLASSIFIED WASTE	63
C9	CONDUCT SELF INSPECTIONS	62
I3	INVENTORY ACCOUNTABLE CRYPTOGRAPHIC MATERIALS	61
I11	PERFORM PHYSICAL SECURITY INSPECTIONS OF FACILITIES	61
B11	DIRECT PERSONNEL IN MAINTAINING SECURITY STANDARDS	59
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	59
D17	EXPLAIN POLICIES OR DIRECTIVES TO PERSONNEL	59
B30	SUPERVISE TELECOMMUNICATIONS OPERATION SPECIALISTS (AFSC 29150)	58
B13	DRAFT, EDIT, OR REVIEW CORRESPONDENCE	58
I18	VERIFY ENTRY AUTHORIZATION OF VISITORS	58
I8	MONITOR DESTRUCTION OF CLASSIFIED MATERIALS	58
A25	PLAN OR SCHEDULE WORK ASSIGNMENTS	57
B12	DIRECT PERSONNEL IN OBSERVING SAFETY STANDARDS	56

TABLE 9

TASKS WHICH DIFFERENTIATE BETWEEN DAFSC 29150 PERSONNEL AND DAFSC 29170 PERSONNEL
IN PERCENT MEMBERS PERFORMING

TASK		DAFSC 29150 PERSONNEL (N=1133)	DAFSC 29170 PERSONNEL (N=394)	DIFFERENCE
E1	ASSIGN ROUTING INDICATORS	74	37	37
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	72	37	35
E35	STAMP TIME OF TRANSMISSSION ON OUTGOING MESSAGES	70	35	35
E23	PREPARE SERVICE MESSAGES	73	39	34
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	77	44	33
A13	DRAFT COMMUNICATIONS OPERATING INSTRUCTIONS	11	48	-37
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	20	59	-39
A27	SCHEDULE LEAVES OR PASSES	9	48	-39
C22	WRITE OR INDORSE AIRMAN PERFORMANCE REPORTS	24	67	-43
B13	DRAFT, EDIT, OR REVIEW CORRESPONDENCE	15	58	-43

TABLE 10

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 29190 PERSONNEL (N=59)

TASK		PERCENT PERFORMING
B13	DRAFT, EDIT, AND REVIEW CORRESPONDENCE	93
B2	CONDUCT BRIEFINGS	83
C22	WRITE OR INDORSE AIRMAN PERFORMANCE REPORTS	80
B15	DRAFT RECOMMENDED CHANGES TO OPERATING PUBLICATIONS	75
A20	PLAN OR CONDUCT BRIEFINGS OR CONFERENCES	75
B24	PREPARE GRAPHS, CHARTS, OR REPORTS	73
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	73
A27	SCHEDULE LEAVES OR PASSES	73
C9	CONDUCT SELF INSPECTIONS	71
A13	DRAFT COMMUNICATIONS OPERATING INSTRUCTIONS	69
B31	SUPERVISE TELECOMMUNICATIONS OPERATIONS SUPERVISORS (AFSC 29170)	69
A7	DETERMINE PERSONNEL REQUIREMENTS	69
A11	DEVELOP WORK METHODS AND PROCEDURES	68
C16	EVALUATE SUGGESTIONS	66
C15	EVALUATE SECURITY PROCEDURES	64

TABLE 11

TASKS WHICH DIFFERENTIATE BETWEEN DAFSC 29170 PERSONNEL AND DAFSC 29190 PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK		DAFSC 29170 PERSONNEL (N=394)	DAFSC 29190 PERSONNEL (N=59)	DIFFERENCE
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	44	2	42
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	42	2	40
E29	REVIEW ORIGINAL JOINT MESSAGE FORMS (DD FORMS 173)	44	4	40
E23	PREPARE SERVICE MESSAGES	39	0	39
E14	MAINTAIN MASTER STATION LOGS (DD FORMS 1753)	43	5	38
A20	PLAN OR CONDUCT BRIEFINGS OR CONFERENCES	41	75	-34
C16	EVALUATE SUGGESTIONS	32	66	-34
B15	DRAFT RECOMMENDED CHANGES TO OPERATING PUBLICATIONS	40	75	-35
B31	SUPERVISE TELECOMMUNICATIONS OPERATIONS SUPERVISORS (AFSC 29170)	34	69	-35
B13	DRAFT, EDIT, OR REVIEW CORRESPONDENCE	58	93	-35

DISCUSSION OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

Table 12 shows the percent time spent on tasks within duty sections of the job inventory for DAFSC 291X0 respondents across AFMS groups. Overall, as time in service increases the percent time spent decreases on technical tasks dealing with Processing Messages for Transmission or Delivery (Duty E), Receiving or Transmitting Messages (Duty F), Operating Telephone Switchboards (Duty G), Encrypting and Decrypting Messages (Duty H), and Maintaining Physical and Cryptographic Security (Duty I). Concurrently, the time spent increases on supervisory tasks from Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), and Training (Duty D). A substantive increase in the time spent on tasks in supervisory duties versus technical duties occurs during the fifth enlistment.

Collectively, the percent time spent on tasks from Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), and Training (Duty D) increases from 14 percent for personnel with 1-48 months AFMS to 74 percent for personnel with 241+ months AFMS. Conversely, time spent decreases on tasks related to Processing Messages for Transmission or Delivery (Duty E), Receiving or Transmitting Messages (Duty F), Operating Telephone Switchboards (Duty G), and Encrypting and Decrypting Messages (Duty H), which collectively account for from 73 percent time spent to 12 percent time spent for first through sixth enlistment respondents. Time spent on tasks dealing with Operating Mobile Communications Units (Duty J), never exceeds two percent time spent for personnel in any enlistment group, and Operating Airborne Cryptographic Teletype Equipment (Duty K) tasks represent less than one percent of the duty of members of all AFMS groups.

Interestingly, time spent performing Maintaining Physical and Cryptographic Security (Duty I) tasks remains relatively stable across all AFMS groups varying only from 11 percent to 14 percent time spent.

TABLE 12

PERCENT TIME SPENT ON TASKS IN DUTIES FOR ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

DUTY	PERCENT TIME SPENT					
	1-48 MOS AFMS (N=631)	49-96 MOS AFMS (N=330)	97-144 MOS AFMS (N=168)	145-192 MOS AFMS (N=207)	193-240 MOS AFMS (N=206)	214+ MOS AFMS (N=171)
A ORGANIZING AND PLANNING	4	5	7	8	13	18
B DIRECTING AND IMPLEMENTING	5	10	13	14	18	26
C INSPECTING AND EVALUATING	3	5	7	9	14	18
D TRAINING	2	6	8	8	11	12
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	45	37	32	28	18	7
F RECEIVING OR TRANSMITTING MESSAGES	13	11	10	10	6	3
G OPERATING TELEPHONE SWITCHBOARDS	9	7	4	4	3	*
H ENCRYPTING AND DECRYPTING MESSAGES	6	4	5	4	3	2
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	11	13	14	14	13	13
J OPERATING MOBILE COMMUNICATIONS UNITS	2	2	*	1	*	1
K OPERATING AIRBORNE CRYPTOGRAPHIC TELETYPE EQUIPMENT	*	*	*	*	*	*

* LESS THAN ONE PERCENT

COMPARISON OF CONUS AND OVERSEAS DAFSC 29150 PERSONNEL

A comparison of tasks performed by 781 five skill level respondents stationed within the CONUS and 343 five skill level respondents stationed overseas revealed few differences between these two groups. Table 13 illustrates the percent time spent in duties for CONUS and overseas DAFSC 29150 personnel.

Generally, DAFSC 29150 overseas respondents performed more tasks and spent more time on tasks related to Processing Messages for Transmission or Delivery (Duty E). CONUS incumbents spent eight percent of their time (versus three percent of the time of overseas respondents) performing tasks dealing with Operating Telephone Switchboards (Duty G).

Sixty-seven percent of CONUS respondents versus 61 percent of overseas respondents had definite or tentative plans to reenlist. Also, 57 percent of CONUS respondents compared to 51 percent of overseas respondents perceived their jobs to be from fairly to extremely interesting.

Overall, the differences in background information and task performance data between CONUS and overseas 5-skill level personnel are minimal and are of little apparent consequence.

TABLE 13

PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL PERSONNEL STATIONED CONUS AND 5-SKILL LEVEL RESPONDENTS OVERSEAS

DUTY	DAFSC 29150 PERSONNEL CONUS	DAFSC 29150 PERSONNEL OVERSEAS
A ORGANIZING AND PLANNING	5	5
B DIRECTING AND IMPLEMENTING	8	8
C INSPECTING AND EVALUATING	5	5
D TRAINING	5	4
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	38	42
F RECEIVING OR TRANSMITTING MESSAGES	11	13
G OPERATING TELEPHONE SWITCHBOARDS	8	3
H ENCRYPTING AND DECRYPTING MESSAGES	5	6
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	12	13
J OPERATING MOBILE COMMUNICATIONS UNITS	2	*
K OPERATING AIRBORNE CRYPTOGRAPHIC TELETYPE EQUIPMENT	*	*

* LESS THAN ONE PERCENT

REENLISTMENT PLANS, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING

In the background section of the job inventory there are questions pertaining to reenlistment intentions, job interest, and perceived utilization of talents and perceived utilization of training. Table 14 summarizes responses to these questions by DAFSC 291X0 personnel surveyed. The data is portrayed as percentages of Active Federal Military Service (AFMS) groups, alternately termed enlistment groups.

Responses show that 49 percent of incumbents with 1-48 months AFMS will definitely or probably reenlist. Intentions to reenlist significantly increase during the second, third, and fourth enlistment periods to 75 percent, 94 percent, and 95 percent, respectively. For job incumbents in their fifth and sixth enlistment periods, respondents who are retirement eligible, positive reenlistment intentions drop to 43 percent and 37 percent, respectively.

Job interest continuously increases across enlistment periods. Percentages of personnel who found their jobs from "fairly interesting" to "extremely interesting" rises from 49 percent for respondents with 1-48 months AFMS to a high of 86 percent for personnel with 241 or more months AFMS.

Positive perceptions of talent utilization steadily increase across AFMS groups. The percentage of respondents indicating that their talents are utilized from "fairly well" to "perfectly" increases from 57 percent to 89 percent for personnel in their first through sixth enlistment periods.

The percentage of respondents whose perceptions of the utilization of their training was "fairly well" to "perfectly" accounted for 69 percent to 81 percent across all AFMS groups. Perceptions of utilization of training vary across AFMS groups. Among first enlistment personnel 74 percent indicated their training is used from "fairly well" to "perfectly". There is then a slight downward trend which is lowest for survey respondents with 97-144 months AFMS among whom 69 percent reported their training being utilized from "fairly well" to "perfectly". The pattern then shifts upward for job incumbents in their fourth enlistment to 75 percent with positive perceptions of how their training is utilized. This irregular pattern continues with a slight dip to 72 percent indicating their training being utilized from "fairly well" to "perfectly" for survey respondent who had 193-240 months AFMS. And finally, those personnel in the survey sample with more than 240 months AFMS had the highest percentage of positive perceptions with 81 percent indicating their training is utilized from "fairly well" to "perfectly".

TABLE 14

PERCENTAGES OF 291XO PERSONNEL RESPONDING TO QUESTIONS ON REENLISTMENT PLANS
JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, PERCEIVED UTILIZATION OF TRAINING ORGANIZED BY AFMS GROUPS

	1-48 MOS AFMS	49-96 MOS AFMS	97-144 MOS AFMS	145-192 MOS AFMS	193-240 MOS AFMS*	241+ MOS AFMS*	TOTAL SAMPLE OF DAFSC 291XO PERSONNEL	COMBINED CAREER LADDER DATA FOR 1975
PLAN TO REENLIST								
YES, AND UNCERTAIN, PROBABLY YES	49	75	94	95	43	37	62	55
NO, AND UNCERTAIN, PROBABLY NO	51	25	6	5	57	63	38	45
JOB INTEREST								
EXTREMELY TO FAIRLY INTEREST	49	53	62	72	72	86	61	69
SO-SO	26	19	20	13	12	6	18	15
FAIRLY TO EXTREMELY DULL	25	28	18	15	16	8	21	16
UTILIZATION OF TALENTS								
PERFECTLY TO FAIRLY WELL	57	62	68	75	76	89	67	74**
VERY LITTLE TO NOT AT ALL	43	38	32	25	24	11	33	26**
UTILIZATION OF TRAINING								
PERFECTLY TO FAIRLY WELL	74	72	69	75	72	81	73	74**
VERY LITTLE TO NOT AT ALL	26	28	31	25	28	19	27	26**

* RETIREMENT ELIGIBILITY
** EARLIER STUDIES COMBINED UTILIZATION OF TALENTS AND TRAINING

TASK DIFFICULTY

From the airman sample identified for the AFS 291X0 job survey, 76 respondents in the 7- and 9-skill levels from various commands and locations rated task difficulty. Tasks were rated on a nine point scale, where a rating of one indicated a task very-much-below average difficulty and a rating of nine indicated a task very-much-above average difficulty. Difficulty is defined as the length of time required by an average incumbent to learn to do the task. Interrater agreement among the 76 raters was .98. Ratings were adjusted so that tasks of average difficulty have a rating of 5.00.

Table 15 lists the 15 most difficult tasks in descending order of difficulty. All of the most difficult tasks, except Wire Program Boards (Task F21), are supervisory. Conversely, 13 of the 15 least difficult tasks are among the message handling task groups from Processing Messages for Transmission or Delivery (Duty E) and Receiving or Transmitting Messages (Duty F). (See Table 16)

The percent members performing the most and the least difficult tasks were analyzed. None of the most difficult tasks were performed by more than 19 percent of the respondents (See Table 15). Of the least difficult tasks, all but one task, Maintaining Channel Sequence Through Automatic Numbering Devices (Task E6), were performed by more than 30 percent of the survey respondents.

Message handling tasks take up more job time of incumbents in their first through fourth enlistments. Table 17 presents the ten most difficult of the 59 message handling tasks. The ten least difficult message handling tasks are identified with an asterisk in Table 16.

TABLE 15

THE FIFTEEN MOST DIFFICULT TASKS PERFORMED BY 291X0 PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK		PERCENT OF DAFSC 291X0 PERSONNEL PERFORMING	DIFFICULTY RATING
A12	DRAFT COMMUNICATIONS BUDGET ESTIMATES	5	7.46
A4	COORDINATE EQUIPMENT INSTALLATION OR RELOCATION WITH ENGINEERING AND INSTALLATION	12	7.27
D12	DEVELOP OR REVISE RESIDENT TRAINING OR CAREER DEVELOPMENT COURSES	2	7.10
F21	WIRE PROGRAM BOARDS	3	7.01
B25	PROVIDE TECHNICAL COMMUNICATIONS GUIDANCE TO HOST UNITS OR COMMANDS	12	6.86
A9	DEVELOP POLICIES FOR MANAGEMENT OF COMMON LONG HAUL CIRCUITS	3	6.77
A10	DEVELOP POLICIES FOR MANAGEMENT OF WEATHER COMMUNICATIONS SYSTEMS	2	6.74
A14	ESTABLISH EMERGENCY ACTION PLANS	16	6.58
B23	PERFORM STAFF TECHNICAL ASSISTANCE VISITS	7	6.57
B16	ESTABLISH COMMUNICATIONS SECURITY (COMSEC) MATERIAL HANDLING PROCEDURES	14	6.55
A20	PLAN OR CONDUCT BRIEFINGS OR CONFERENCES	18	6.50
D13	DEVELOP TESTS	10	6.50
C11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	13	6.49
D5	CONDUCT FORMAL CLASSROOM INSTRUCTION	5	6.43
D15	EVALUATE RESIDENT COURSE TRAINING INSTRUCTIONS	2	6.42

TABLE 16

THE FIFTEEN LEAST DIFFICULT TASKS PERFORMED BY 291X0 PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK		PERCENT OF DAFSC 291X0 PERSONNEL PERFORMING	DIFFICULTY RATING
E12	MAINTAIN HIGH PRECEDENCE LOGS (AF FORM 1021)	35	3.43
F8	PERFORM QUALITY CONTROL TESTS ON LOCAL POSITIONS	54	3.34
I1	DESTROY CLASSIFIED WASTE	62	3.30
E19	NOTIFY ADDRESSEES OR DISTRIBUTION CENTERS OF MESSAGE RECEIPT	49	3.29
*F3	INITIATE DISREGARD NOTICES OR CANCELLATION NOTICES	36	3.19
*E8	MAINTAIN COMMUNICATION CENTER MESSAGE REGISTERS (AF FORM 1022)	61	3.19
*E6	MAINTAIN CHANNEL NUMBER SEQUENCE THROUGH AUTOMATIC NUMBERING DEVICES	25	3.06
*E33	STAMP MESSAGES WITH SPECIAL HANDLING, PRECEDENCE, OR CLASSIFICATION INSTRUCTIONS	54	2.99
*E7	MAINTAIN CHANNEL NUMBER SHEETS (AF FORM 1035)	42	2.97
*F2	INITIATE CHANNEL CHECKS	42	2.86
*E37	VERIFY CARD COUNT ON CARD COUNT MACHINES	39	2.63
B26	STAMP CLASSIFIED MATERIALS WITH CLASSIFICATION	59	2.47
*E32	STAMP FILING TIMES ON OUTGOING MESSAGES	61	2.28
*E34	STAMP TIME OF RECEIPT ON INCOMING MESSAGES	56	2.18
*E35	STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	59	2.17

* THE TEN LEAST DIFFICULT TASKS AMONG THE 59 MESSAGE HANDLING TASKS

TABLE 17

THE TEN MOST DIFFICULT MESSAGE HANDLING TASKS PERFORMED BY 291X0 PERSONNEL IN PERCENT MEMBERS PERFORMING

TASK		PERCENT OF DAFSC 291X0 PERSONNEL PERFORMING	DIFFICULTY RATING
F21	WIRE PROGRAM BOARDS	3	7.01
F9	RELOAD COMPUTERS AFTER POWER FAILURES OR FLUCTUATIONS	14	5.63
E25	PROCESS LIMITED DISTRIBUTION OR SPECIAL CATEGORY MESSAGES	43	5.17
E21	PREPARE CIRCUIT OR EQUIPMENT OUTAGE REPORTS	21	5.12
E38	VERIFY CHARGES FROM COMMERCIAL CABLE COMPANIES	2	5.12
F15	SEND OR RECEIVE AUTODIN SYSTEM MESSAGES USING MAGNETIC TAPE TERMINAL STATION EQUIPMENT, SUCH AS UNIVAC 1004	5	5.07
E16	MAINTAIN OPERATIONAL FILES OF PUBLICATIONS, RECORDS, OR CORRESPONDENCE	23	4.97
F5	MANUALLY CALL FOR MESSAGE STATISTICS COMPUTER PRINTOUTS	6	4.95
E20	PERFORATE MESSAGE TAPES	63	4.87
F11	REROUTE TRAFFIC UNDER RESTORAL PLANS	26	4.85

COMPARISON OF TASK PERFORMANCE BETWEEN TECHNICAL SCHOOL GRADUATES AND DIRECT DUTY ASSIGNMENT (DDA) PERSONNEL IN THEIR FIRST JOB ASSIGNMENT AND THEIR FIRST ENLISTMENT

Since the basic 3ABR2913000 course is an ATC Type 3, Category B course of instruction, task performance of both technical school graduates and directed duty assignment personnel was compared to identify what differences are present.

Generally, first job technical school graduate (TSG) and first job directed duty assignment (DDA) personnel tend to spend similar percentages of their time on tasks when assessed from a duty summary. Table 18 portrays the percent time spent on tasks in duties for DAFSC 291X0 respondents with 1-24 months (first job assignment) and 1-48 months time in career field (TICF). Technical school graduates and DDA personnel in their first job spend nearly one-half of their time performing Processing Messages for Delivery or Transmission (Duty E) tasks. The duty time percentage which shows the most difference between first job TSG and first job DDA incumbents are in Operating Telephone Switchboards (Duty G).

A summary of the data for DAFSC 291X0 respondents with 1-48 months TICF is included in Table 18. There were only minimal differences in the percent time spent in duties for respondents with 1-24 months and 1-48 months TICF. The period of 1-24 months TICF was divided into 1-12 months are 13-24 months TICF periods to further analyze tasks performance differences between TSG and DDA personnel. Differences were again minimal.

For the 221 first job assignment technical school graduates, slightly higher percentages reported performing the tasks related to Processing Messages for Delivery or Transmission (Duty E). Table 19 shows those tasks which are performed by the largest percentages of technical school graduates. The time spent on tasks in Table 19 represents 31 percent of technical school graduates' total job time.

The 48 first job assignment DDA personnel, who did not complete technical training, spend greater percentages of their time on fewer job inventory tasks. Table 20 depicts those tasks which are performed by the largest percentages of DDA respondents and which account for 34 percent of DDA incumbents' job time.

Tasks which show some differentiation between first job assignment technical school graduate and DDA personnel are presented in Table 21. The absolute differences between the percentages of course graduates and of DDA respondents performing specific tasks appear inconsequential.

TABLE 18

PERCENT TIME SPENT IN DUTIES FOR TECHNICAL SCHOOL GRADUATES (TSG) AND DIRECTED DUTY ASSIGNMENT (DDA) PERSONNEL

DUTY	PERCENT TIME SPENT					
	1-24 MOS TICF			1-48 MOS TICF		
	DDA	TSG	DIFFERENCE	DDA	TSG	DIFFERENCE
A ORGANIZING AND PLANNING	2	3	-1	3	4	-1
B DIRECTING AND IMPLEMENTING	3	5	-2	6	5	1
C INSPECTING AND EVALUATING	2	3	-1	4	4	0
D TRAINING	3	2	1	3	2	1
E PROCESSING MESSAGES FOR DELIVERY OR TRANSMISSION	47	46	1	44	46	-2
F RECEIVING OR TRANSMITTING MESSAGES	10	14	-4	11	13	-2
G OPERATING TELEPHONE SWITCHBOARDS	18	9	9	10	7	3
H ENCYPTING AND DECRYPTING MESSAGES	5	5	0	5	5	0
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	6	10	-4	11	11	0
J OPERATING MOBILE COMMUNICATIONS EQUIPMENT	4	2	2	2	2	0
K OPERATING AIRBORNE CRYPTOGRAPHIC TELETYPE EQUIPMENT	*	*	*	*	*	*

* LESS THAN ONE PERCENT

TABLE 19

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF FIRST ASSIGNMENT (1-24 MOS TICF) TECHNICAL SCHOOL GRADUATES

TASK		PERCENT PERFORMING
E1	ASSIGN ROUTING INDICATORS	77
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	75
E20	PERFORATE MESSAGE TAPES	74
E23	PREPARE SERVICE MESSAGES	72
E8	MAINTAIN COMMUNICATIONS CENTER MESSAGE REGISTERS (AF FORM 1022)	72
E35	STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	71
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	71
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	70
E30	SEPARATE INCOMING MESSAGES FOR DISTRIBUTION OR REFILE	66
E34	STAMP TIME OF RECEIPT ON INCOMING MESSAGES	66
E33	STAMP MESSAGES WITH SPECIAL HANDLING, PRECEDENCE, OR CLASSIFICATION INSTRUCTIONS	64
F8	PERFORM QUALITY CONTROL TESTS ON LOCAL POSITIONS	63
E13	MAINTAIN INCOMING SERVICE MESSAGE LOGS (DD FORM 1765) OR FILES	63
E24	PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR MESSAGE TRANSMISSION	62
E17	MAINTAIN OUTGOING SERVICE MESSAGE LOGS (DD FORMS 1766) OR FILES	60

TABLE 20

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF FIRST ASSIGNMENT (1-24 MOS TICF) DDA PERSONNEL

TASK		PERCENT PERFORMING
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	71
E8	MAINTAIN COMMUNICATIONS CENTER MESSAGE REGISTERS (AF FORM 1022)	71
E34	STAMP TIME OF RECEIPT ON OUTGOING MESSAGES	71
E26	PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	67
E35	STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	67
E29	REVIEW ORIGINAL JOINT MESSAGE FORMS (DD FORM 173)	65
E20	PERFORATE MESSAGE TAPES	65
E1	ASSIGN ROUTING INDICATORS	63
E33	STAMP MESSAGES WITH SPECIAL HANDLING, PRECEDENCE, OR CLASSIFICATION INSTRUCTIONS	58
E24	PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR NARRATIVE MESSAGE TRANSMISSION	58
E13	MAINTAIN INCOMING SERVICE MESSAGE LOGS (DD FORM 1765) OR FILES	54
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	52
E37	VERIFY CARD COUNT ON CARD COUNTING MACHINES	52
F8	PERFORM QUALITY CONTROL TESTS ON LOCAL POSITIONS	48
B26	STAMP CLASSIFIED MATERIALS WITH CLASSIFICATION	48

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Task performance differences between technical school graduates (TSG) and DDA incumbents during their first job assignment appear to be minimal. Also, the range of Job Difficulty Indexes (JDI's) for DAFSC 291X0 respondents in their first 48 months in the career field were between 6.8 and 12.1. A JDI of 13 is defined as average. A JDI of 9.0 is considered low while a JDI of 18.0 is considered fairly high. For school graduates in their first 48 months time in the career field (TICF) the range of JDI's is from an average of 8.4 for those incumbents with 1-6 months TCIF to 11.6 for incumbents with 25-48 months TICF. Among DDA personnel JDI averages range from 6.8 for personnel with 1-6 months TCIF to 11.7 for personnel with 25-48 months TICF.

Summarily, the low task performance differences and the similarities in JDI's for first job TSG and first job DDA personnel suggest that no significant differences exist between jobs performed by TSG and DDA personnel during their first job assignment. These facts raise a question as to the necessity for a 3-skill level course for personnel in this specialty.

TRAINING

The Specialty Training Standard (STS) for AFS 291X0 appears to generally cover the tasks performed by AFS 291X0 personnel. No areas seem to have been omitted.

As indicated in the USAFSAAS Evaluation of Course 3ABR29130 (dtd 23 Sep 76), a Peer Instruction Program has been used in lieu of a structured Program of Instruction (POI) for the basic 3ABR29130 course since 3 October 1975. Based upon higher headquarters' direction a structured POI for the basic 3ABR29130 course is currently being rewritten.

Since the existing POI (dtd 30 Sep 75) is undergoing revision, no POI evaluation was accomplished for this report.

Occupational survey data for the 291X0 career ladder will remain available should future POI evaluation prove warranted.

COMPARISON OF CURRENT OCCUPATIONAL SURVEY DATA WITH OCCUPATIONAL SURVEY DATED 29 OCTOBER 1970

The current survey data reiterates findings of the earlier study concerning the uniformity of task performance in the career ladder and the consonance of task performance at the various skill levels and AFMS stratifications.

CONCLUSIONS

1. A review of AFM 39-1 Specialty Description for AFSC 29130 and AFSC 29150 personnel seems warranted to determine if a Communications Security (COMSEC) reference should be included in this specialty description.

2. Differences among technical school graduates and Directed Duty Assignment DAFSC 291X0 personnel in their first job assignment are minimal. Careful evaluation of the training needs of this specialty appear worthwhile to determine if a resident 3-skill level course is necessary.

APPENDIX A

GROUP ID NUMBER AND TITLE: GP0059, NCOIC'S PROGRAMS AND REPORTS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 50% AFSC 29% TAC 7% USAFSS 7%
NO RESPONSE 7%

LOCATION: CONUS 71% OVERSEAS 29%

DAFSC DISTRIBUTION: 29150 (29%), 29170 (64%), NO RESPONSE 7%

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 79 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 79 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 20

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	33
C INSPECTING AND EVALUATING	31
A ORGANIZING AND PLANNING	16
D TRAINING	8

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
B24	PREPARE GRAPHS, CHARTS, OR REPORTS	100
C1	ANALYZE CIRCUIT OR EQUIPMENT OUTAGE REPORTS	86
A24	PLAN OR PREPARE STATUS BOARDS OR CHARTS	86
B13	DRAFT, EDIT OR REVIEW CORRESPONDENCE	79
B2	CONDUCT BRIEFINGS	57

GROUP ID NUMBER AND TITLE: GP0062, SECURITY PROGRAMS STAFF NCOIC'S

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION:

ADC	9%	AFSC	5%	AFCS	58%	ATC	5%
MAC	2%	SAC	2%	TAC	5%	USAFE	1%
USAFSS	11%	OTHER	2%				

LOCATION: CONUS 67% OVERSEAS 33%

DAFSC DISTRIBUTION: 29150 (36%), 29170 (58%), 29190 (6%)

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 78 FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 82 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 58 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	43
B DIRECTING AND IMPLEMENTING	20
C INSPECTING AND EVALUATING	11
A ORGANIZING AND PLANNING	8

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
I1	DESTROY CLASSIFIED WASTE	93
I3	INVENTORY ACCOUNTABLE CRYPTOGRAPHIC MATERIALS	92
I7	MAKE PAGE CHECKS	92
I8	MONITOR DESTRUCTION OF CLASSIFIED MATERIALS	86
I14	PREPARE DESTRUCTION REPORTS FOR CLASSIFIED MATERIALS	85

GROUP ID NUMBER AND TITLE: GP0065, COMMUNICATIONS FIELD SUPERVISORS

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: ADC 6% AFCS 65% AFSC 3% SAC 3%
TAC 3% USAFE 4% USAFSS 12% OTHERS 4%

LOCATION: CONUS 67% OVERSEAS 33%

DAFSC DISTRIBUTION: 29150 (3%), 29170 (71%), 29190 (26%)

AVERAGE GRADE: 6.6

AMOUNT OF SUPERVISION: 88 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: 84 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 87 FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 64

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	28
A ORGANIZING AND PLANNING	20
C INSPECTING AND EVALUATING	19
D TRAINING	12

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	89
B13	DRAFT, EDIT OR REVIEW CORRESPONDENCE	88
C22	WRITE OR INDORSE AIRMAN PERFORMANCE REPORTS	88
C9	CONDUCT SELF INSPECTIONS	84
A13	DRAFT COMMUNICATIONS OPERATING INSTRUCTIONS	81

GROUP ID NUMBER AND TITLE: GP0075, TECHNICAL ADVISORS/EVALUATORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 92% OTHER 8%

LOCATION: CONUS 92% OVERSEAS 8%

DAFSC DISTRIBUTION: 29170 (92%), 29190 (8%)

AVERAGE GRADE: 6.5

AMOUNT OF SUPERVISION: 17 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: 100 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 28

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C INSPECTING AND EVALUATING	45
D TRAINING	18
B DIRECTING AND IMPLEMENTING	18
A ORGANIZING AND PLANNING	7

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
C10 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	92
C9 CONDUCT SELF INSPECTIONS	83
C20 REVIEW OPERATIONAL LOGS AND REPORTS	83
C15 EVALUATE SECURITY PROCEDURES	75
C14 EVALUATE SAFETY PRACTICES	75

GROUP ID NUMBER AND TITLE: GP0363, COMMUNICATIONS TECHNICIANS

PERCENT OF SAMPLE: 21%

MAJOR COMMAND DISTRIBUTION: ADC 8% AFCS 69% AFSC 7% MAC 1%
SAC 2% USAFSS 8% OTHERS 5%

LOCATION: CONUS 65% OVERSEAS 35%

DAFSC DISTRIBUTION: 29130 (12%), 29150 (72%), 29170 (16%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 49 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 61 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 84 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	56
F RECEIVING OR TRANSMITTING MESSAGES	16
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	12
H ENCRYPTING AND DECRYPTING MESSAGES	5

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
E26 PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	99
E23 PREPARE SERVICE MESSAGES	97
E35 STAMP TIME OF TRANSMISSION ON OUTGOING MESSAGES	96
E1 ASSIGN ROUTING INDICATORS	96
E20 PERFORATE MESSAGE TAPES	95

GROUP ID NUMBER AND TITLE: GP0382, COMMUNICATIONS SPECIALISTS

PERCENT OF SAMPLE: 18%

MAJOR COMMAND DISTRIBUTION:

ADC	6%	AFCS	70%	AFSC	4%	MAC	1%
SAC	7%	TAC	2%	USAFE	1%	USAFSS	5%
OTHERS	4%						

LOCATION: CONUS 70% OVERSEAS 30%

DAFSC DISTRIBUTION: 29130 (3%), 29150 (60%), 29170 (36%), NO RESPONSE 1%

AVERAGE GRADE: 4.4.

AMOUNT OF SUPERVISION: 44 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 60 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 69 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	38
F RECEIVING OR TRANSMITTING MESSAGES	13
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	13
B DIRECTING AND IMPLEMENTING	8

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
E8 MAINTAIN COMMUNICATIONS CENTER MESSAGE REGISTERS (AF FORM 1022)	98
E26 PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	97
E23 PREPARE SERVICE MESSAGES	97
E14 MAINTAIN MASTER STATION LOGS (DD FORM 1753)	91
B26 STAMP CLASSIFIED MATERIALS WITH CLASSIFICATION	88

GROUP ID NUMBER AND TITLE: GP0282, MESSAGE/SWITCHBOARD PROCESSORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 61% TAC 39%

LOCATION: CONUS 91% OVERSEAS 9%

DAFSC DISTRIBUTION: 29130 (26%), 29150 (70%), 29170 (4%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: NINE PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATES

EXPRESSED JOB INTEREST: 44 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 48 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 57 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 50

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	42
G OPERATING TELEPHONE SWITCHBOARDS	21
F RECEIVING OR TRANSMITTING MESSAGES	11
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	8

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
E34	STAMP TIME OF RECEIPT ON INCOMING MESSAGES	96
G19	PLACE CALLS USING SWITCHBOARD	96
E32	STAMP FILING TIMES ON OUTGOING MESSAGES	96
E24	PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR NARRATIVE MESSAGE TRANSMISSION	91
G12	MAINTAIN SWITCHBOARD STATION LOGS	83

GROUP ID NUMBER AND TITLE: GP0166, TELETYPE OPERATORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 29% AFSC 14% USAFE 43% OTHER 14%

LOCATION: CONUS 14% OVERSEAS 86%

DAFSC DISTRIBUTION: 29150 (100%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 43 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 29 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 71 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 39

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	48
F RECEIVING OR TRANSMITTING MESSAGES	30
D TRAINING	8
A ORGANIZING AND PLANNING	6

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
F10 REPORT CIRCUIT DIFFICULTIES OR EQUIPMENT MALFUNCTIONS	100
E7 MAINTAIN CHANNEL NUMBER SHEETS (AF FORM 1035)	100
F12 RETRIEVE MESSAGE TAPES OR CARDS	100
E23 PREPARE SERVICE MESSAGES	100
E26 PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	100

GROUP ID NUMBER AND TITLE: GP0204, COMMUNICATIONS SECTION SUPERVISOR

PERCENT OF SAMPLE: 9

MAJOR COMMAND DISTRIBUTION: ADC 3% AFCS 65% AFSC 5% SAC 2%
TAC 15% USAFE 2% USAFSS 3% OTHER 5%

LOCATION: CONUS 68% OVERSEAS 32%

DAFSC DISTRIBUTION: 29130 (1%), 29150 (59%), 29170 (40%)

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 70 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 71 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 76 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 80 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 104

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	24
B DIRECTING AND IMPLEMENTING	15
C INSPECTING AND EVALUATING	13
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	12

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
E14	MAINTAIN MASTER STATION LOGS (DD FORM 1753)	90
E28	REVIEW MESSAGES FOR MISHANDLING	89
I2	ESCORT VISITORS THROUGH FACILITIES	89
C6	ANALYZE SERVICE MESSAGES	82
B30	SUPERVISE TELECOMMUNICATIONS OPERATIONS SPECIALISTS (AFSC 29150)	74

GROUP ID NUMBER AND TITLE: GP0304, MOBILE MESSAGE PROCESSORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 72% TAC 14% OTHER 14%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 29130 (29%), 29150 (71%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: SEVEN PERCENT SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXPRESSED JOB INTEREST: 21 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 43 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 50 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 37

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	38
J OPERATING MOBILE COMMUNICATIONS UNITS	20
F RECEIVING OR TRANSMITTING MESSAGES	18
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	9

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
E7	MAINTAIN CHANNEL NUMBER SHEETS (AF FORM 1035)	100
F8	PERFORM QUALITY CONTROL TESTS ON LOCAL POSITIONS	100
E1	ASSIGN ROUTING INDICATORS	86
J9	SET UP OR DISMANTLE MOBILE COMMUNICATIONS EQUIPMENT	86
J4	OPERATE MOBILE COMMUNICATIONS CONVOY EQUIPMENT	86

GROUP ID NUMBER AND TITLE: GP0315, AIRBORNE COMMUNICATIONS SPECIALISTS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: PACAF 15% TAC 70% USAFE 15%

LOCATION: CONUS 69% OVERSEAS 31%

DAFSC DISTRIBUTION: 29150 (55%), 29170 (45%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: 23 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 85 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 92 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 77 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 52

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
K OPERATING AIRBORNE CRYPTOGRAPHIC TELETYPE EQUIPMENT	20
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	17
G OPERATING TELEPHONE SWITCHBOARDS	14
F RECEIVING OR TRANSMITTING MESSAGES	13

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
F7 PERFORM OPERATOR MAINTENANCE COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RECORDS	100
F2 INITIATE CHANNEL CHECKS	100
K4 PERFORM COMMUNICATIONS CREW COORDINATION CHECKLIST FUNCTIONS	92
K6 PLACE CALLS USING AIRBORNE SWITCHBOARD EQUIPMENT	92
K8 SEND OR RECEIVE MESSAGES USING AIRBORNE WORLDWIDE SURVIVAL LOW FREQUENCY EQUIPMENT	92

GROUP ID NUMBER AND TITLE: GP0087, MESSAGE PROCESSING APPRENTICES

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION:

AAC	1%	ADC	4%	AFCS	74%	MAC	2%
PACAF	2%	SAC	2%	TAC	2%	USAFSS	5%
AFSC	4%	OTHER	4%				

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 29130 (18%), 29150 (77%), 29170 (5%)

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 49 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 56 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 22

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	69
F RECEIVING OR TRANSMITTING MESSAGES	13
H ENCRYPTING AND DECRYPTING MESSAGES	5
I MAINTAINING PHYSICAL AND CRYPTOGRAPHIC SECURITY	5

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
E26 PROOFREAD OR CORRECT TELETYPE TAPES, PAGE COPIES, OR HEADER AND TRAILER CARDS	89
E32 STAMP FILING TIMES ON OUTGOING MESSAGES	81
E1 ASSIGN ROUTING INDICATORS	80
E20 PERFORATE MESSAGE TAPES	78
E24 PREPARE START OF MESSAGE (SOM) AND END OF MESSAGE (EOM) FOR NARRATIVE MESSAGE TRANSMISSION	69

GROUP ID NUMBER AND TITLE: GP0047, TRAFFIC ANALYSIS SPECIALISTS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS 65% HQ USAF 9% USAFSS 9% AFSC 4%
SAC 4% USAFE 4% OTHER 5%

LOCATION: CONUS 61% OVERSEAS 39%

DAFSC DISTRIBUTION: 29150 (78%), 29170 (22%)

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 35 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 65 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 52 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 70 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	33
C INSPECTING AND EVALUATING	21
B DIRECTING AND IMPLEMENTING	14
A ORGANIZING AND PLANNING	13

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
E28 REVIEW MESSAGES FOR MISHANDLING	96
C6 ANALYZE SERVICE MESSAGES	96
F13 REVIEW DAILY TRAFFIC LOGS	74
C5 ANALYZE REPORTS OR RECORDS OF MESSAGE TRANSMISSION AND RECEIPT	74
C20 REVIEW OPERATIONAL LOGS AND REPORTS	74

GROUP ID NUMBER AND TITLE: GP1103, WEATHER RELAY OPERATORS

PERCENT OF SAMPLE: LESS THAN ONE PERCENT

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 29130 (20%), 29150 (80%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: NONE OF THESE PERSONNEL SUPERVISE OTHER PERSONNEL

EXPRESSED JOB INTEREST: 80 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 20 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 9

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
F RECEIVING OR TRANSMITTING MESSAGES	39
E PROCESSING MESSAGES FOR TRANSMISSION OR DELIVERY	29
C INSPECTING AND EVALUATING	13
A ORGANIZING AND PLANNING	12

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
F18	SEND OR RECEIVE MESSAGES BY FACSIMILE SYSTEMS	100
E9	MAINTAIN FACSIMILE LOGS (AF FORM 1024)	100
F7	PERFORM OPERATOR MAINTENANCE ON COMMUNICATIONS EQUIPMENT, SUCH AS REPLACING TELETYPE RIBBONS	100
C20	REVIEW OPERATIONAL LOGS OR REPORTS	100
F10	REPORT CIRCUIT DIFFICULTIES OR EQUIPMENT MALFUNCTIONS	100

GROUP ID NUMBER AND TITLE: GP0017, INSTRUCTORS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS 57% ATC 30% USAFSS 7% HQCMD 3%
TAC 3%

LOCATION: CONUS 87% OVERSEAS 10% NO RESPONSE 3%

DAFSC DISTRIBUTION: 29150 (50%), 29170 (47%), 29190 (3%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 37 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: 70 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 67 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 73 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 14

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	59
B DIRECTING AND IMPLEMENTING	18
C INSPECTING AND EVALUATING	8
A ORGANIZING AND PLANNING	6

FIVE REPRESENTATIVE TASKS:

TASK		PERCENT MEMBERS PERFORMING
D1	ADMINISTER WRITTEN, ORAL, OR PERFORMANCE TESTS	63
D2	ARRANGE FOR TRAINING AIDS, SPACE AND EQUIPMENT	60
D5	CONDUCT FORMAL CLASSROOM INSTRUCTION	57
D10	DEMONSTRATE METHODS AND TECHNIQUES OF OPERATING COMMUNICATIONS EQUIPMENT	57
D18	MAINTAIN TRAINING RECORDS	53

GROUP ID NUMBER AND TITLE: GP0011, SWITCHBOARD OPERATORS

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION:

ADC	5%	AFSC	12%	AFCS	51%	ATC	3%
HQCOMD	3%	HQUSAF	5%	MAC	5%	USAFSS	13%
NO RESPONSE	3%						

LOCATION: CONUS 92 OVERSEAS 8

DAFSC DISTRIBUTION: 29130 (28%), 29150 (66%), 29170 (6%)

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: 48 PERCENT FOUND THEIR JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 46 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 38 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G OPERATING TELEPHONE SWITCHBOARDS	73
J OPERATING MOBILE COMMUNICATIONS UNITS	7
A ORGANIZING AND PLANNING	4
D TRAINING	4

FIVE REPRESENTATIVE TASKS:

TASK	PERCENT MEMBERS PERFORMING
G19 PLACE CALLS USING SWITCHBOARDS	85
G20 PROCESS TELEPHONE CONFERENCE CALLS	80
G1 ACCEPT AND CONNECT CALLS ACCORDING TO THEIR PRECEDENCE	72
G2 ANSWER SUPERVISORY LIGHTS	69
G23 TEST SWITCHBOARD CIRCUITS	68